

COMMITMENT TO DIVERSITY & INCLUSION

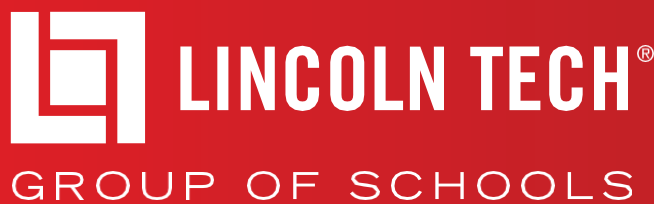
Wherever we operate, and across every part of our business, Lincoln Tech (Lincoln) strives to create an inclusive environment which embraces difference and fosters inclusion. Valuing diversity and inclusiveness among our applicants, employees, students, and third parties who are members of our community, is a competitive differentiator enabling us to achieve our mission to provide superior education and training to our students for in-demand careers in a supportive, accessible learning environment, transforming student's lives and adding value to their communities.

Lincoln embraces and supports our employees' differences in age, ethnicity, gender, gender identity or expression, language differences, nationality or national origin, family or marital status, physical, mental and development abilities, race, religion or belief, sexual orientation, skin color, social or economic class, education, work and behavioral styles, political affiliation, military service, and other characteristics that make our employees unique.

Our commitment to diversity and inclusion aligns with our Code of Business Ethics and Conduct. Diversity and inclusion are sponsored at the highest levels within Lincoln and initiatives, are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; layoffs; terminations; and the ongoing development of a work environment built on the premise of equity that ensures:

1. Diversity is recognized as a business interest, with every level of the organization holding responsibility.
2. Communication is respectful between all employees regardless of title or level, and between employees and applicants, students, and other members of our community.
3. Insights of diverse groups are sought and welcomed.
4. An environment where employees feel that their background and lifestyle do not affect perceptions of them as a professional, or affect their opportunities for development and promotion.
5. Flexible working practices are available where appropriate, with an understanding that not everyone can and will work the same hours or in the same way.
6. The diversity of our workforce is visible at every level of the organization and in every business area.
7. Employees are aware of their own unconscious and conscious bias and know how to ensure this does not manifest itself at work.

In respecting and valuing the diversity among our employees, and all those with whom we do business, managers and employees are expected to ensure that there is a work environment free of all forms of discrimination and harassment.



Lincoln Technical Institute ■ Lincoln College of Technology
Lincoln Culinary Institute ■ Euphoria Institute of Beauty Arts & Sciences